

## Veterans' Employment and Training

§ 61-250.99

etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, dressmakers and sewers (except factory), dryers, furnace workers, heaters (metal), laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (except construction and maintenance), photographic process workers, stationary firefighters, truck and tractor drivers, weavers (textile), welders and flamecutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, handpackers and packagers, and kindred workers.

*Laborers (unskilled)* means workers in manual occupations which generally require no special training to perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, gardeners (except farm) and grounds keepers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

*Service Workers* means workers in both protective and non-protective service occupations. Includes: Attendants (hospital and other institutions, professional and personal service, including nurses aides and orderlies), barbers, charworkers and cleaners, cooks (except household), counter and fountain workers, elevator operators, firefighters and fire protection workers, guards, doorkeepers, stewards, janitors, police officers and detectives, porters, servers, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and kindred workers.

(b) Contractors and subcontractors that submit computer-generated output for more than 10 hiring locations to satisfy their VETS-100 reporting obligations must submit the output in the form of an electronic file. This file must comply with current Department of Labor specifications for the layout of these records, along with any other specifications established by the Department for the applicable reporting year. Contractors and subcontractors that submit VETS-100 Reports for ten locations or less are exempt from this requirement, but are strongly encouraged to submit an electronic file. In these cases, state consolidated reports count as one location each.

(c) Contractors and subcontractors may submit the VETS-100 Report via the Internet. The Internet address for

the site is <http://vets100.cudenver.edu/vets100login.htm>. A company number is required to access this site. The number is provided to employers on the VETS-100 Report form that is mailed annually to those employers who are included in the VETS-100 database. Other employers may obtain a company number by e-mailing their request to [newcompany@vets100.com](mailto:newcompany@vets100.com), or by calling the VETS-100 Reporting System at (703) 461-2460.

(d) VETS or its designee will use all available information to distribute the required forms to contractors identified as subject to the requirements of this part.

(e) It is the responsibility of each contractor or subcontractor to obtain necessary supplies of the VETS-100 Report form before the annual September 30 filing deadline. Contractors and subcontractors who do not receive forms should request them in time to meet the deadline. Requests for the VETS-100 Report form may be made by mail by contacting: Office of the Assistant Secretary for Veterans' Employment and Training, U.S. Department of Labor 200 Constitution Avenue, NW, Washington, DC 20210, Attn: VETS-100 Report Form Request or on the Internet at <http://vets100.cudenver.edu> (OMB No. 1293-0005).

[66 FR 52002, Oct. 11, 2001; 66 FR 56761, Nov. 13, 2001, as amended at 66 FR 65453, Dec. 19, 2001]

### § 61-250.20 How will DOL determine whether a contractor or subcontractor is complying with the requirements of this part?

During the course of a compliance evaluation, OFCCP may determine whether a contractor or subcontractor has submitted its report as required by this part.

### § 61-250.99 What are the OMB control numbers for this part?

Pursuant to the Paperwork Reduction Act, 44 U.S.C. 3501 *et seq.*, and its implementing regulations at 5 CFR part 1320, the Office of Management and Budget has assigned Control No. 1293-0005 to the information collection requirements of this part.

APPENDIX A TO PART 61-250—FEDERAL CONTRACTOR VETERANS' EMPLOYMENT  
REPORT VETS-100

## FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100

OMB NO:1293-0005  
ExpiresPersons are not required to respond to this collection  
of information unless it displays a valid OMB number

## RETURN COMPLETED REPORT TO:

U.S. DEPARTMENT OF LABOR  
VETERANS' EMPLOYMENT AND TRAINING SERVICE  
VETS-100 REPORTING  
6101 STEVENSON AVE  
ALEXANDRIA, VA 22304

|   |  |
|---|--|
| <b>TYPE OF CONTRACTOR</b><br>(Check one or both as applicable)<br><br><input type="checkbox"/> Prime Contractor<br><input type="checkbox"/> Subcontractor | <b>TYPE OF FORM</b> (Check only one)<br><br><input type="checkbox"/> Single Establishment<br><input type="checkbox"/> Multiple Establishment-Headquarters<br><input type="checkbox"/> Multiple Establishment-Hiring Location<br><input type="checkbox"/> Multiple Establishment-State Consolidated (specify number of locations) _____ (MSC) |
|---|--|

## COMPANY IDENTIFICATION INFORMATION (Omit if items preprinted above)

|                          |                              |        |                                    |  |  |  |  |  |
|--------------------------|------------------------------|--------|------------------------------------|--|--|--|--|--|
| COMPANY No:              | TWELVE MONTH PERIOD ENDING   |        |                                    |  |  |  |  |  |
| NAME OF PARENT COMPANY:  | ADDRESS (NUMBER AND STREET): |        |                                    |  |  |  |  |  |
| CITY:                    | COUNTY:                      | STATE: | ZIP CODE:                          |  |  |  |  |  |
| NAME OF HIRING LOCATION: |                              |        | ADDRESS (NUMBER AND STREET):       |  |  |  |  |  |
| CITY:                    | COUNTY:                      | STATE: | ZIP CODE:                          |  |  |  |  |  |
| NAICS:                   | DUNS:                        |        | EMPLOYER I.D. No.<br>(IRS TAX No.) |  |  |  |  |  |

## INFORMATION ON EMPLOYEES

| REPORT ALL REGULAR FULL-TIME OR PART-TIME EMPLOYEES AND NEW HIRES WHO ARE VETERANS, AS DEFINED ON REVERSE. DATA ON NUMBER OF EMPLOYEES ARE TO BE ENTERED IN COLUMN L, M, AND N LINE 1-9. DATA ON NEW HIRES ARE TO BE ENTERED IN COLUMNS O, P, Q, AND R. ENTRIES IN COLUMNS O THROUGH R, LINES 1 THROUGH 9, AND COLUMNS L, M, AND N, LINE 10 (GRAY SHADED AREAS) ARE OPTIONAL. ENTER THE MAXIMUM AND MINIMUM NUMBER OF EMPLOYEES. INSTRUCTIONS ARE FOUND ON THE REVERSE OF THIS FORM. |    |                               |                          |                              |                                |                          |                              |   |
|--|----|-------------------------------|--------------------------|------------------------------|--------------------------------|--------------------------|------------------------------|---|
| JOB CATEGORIES   |    | NUMBER OF EMPLOYEES           |                          |                              | NEW HIRES (PREVIOUS 12 MONTHS) |                          |                              |   |
|  |    | SPECIAL DISABLED VETERANS (L) | VIETNAM ERA VETERANS (M) | OTHER PROTECTED VETERANS (N) | SPECIAL DISABLED VETERANS (O)  | VIETNAM ERA VETERANS (P) | OTHER PROTECTED VETERANS (Q) | TOTAL NEW HIRES, BOTH VETERANS AND NON-VETERANS (R) |
| OFFICIALS AND MANAGERS   | 1  |                               |                          |                              |                                |                          |                              |   |
| PROFESSIONALS  | 2  |                               |                          |                              |                                |                          |                              |   |
| TECHNICIANS  | 3  |                               |                          |                              |                                |                          |                              |   |
| SALES WORKERS  | 4  |                               |                          |                              |                                |                          |                              |   |
| OFFICE AND CLERICAL  | 5  |                               |                          |                              |                                |                          |                              |   |
| CRAFT WORKERS  | 6  |                               |                          |                              |                                |                          |                              |   |
| OPERATIVE  | 7  |                               |                          |                              |                                |                          |                              |   |
| LABORERS   | 8  |                               |                          |                              |                                |                          |                              |   |
| SERVICE WORKERS  | 9  |                               |                          |                              |                                |                          |                              |   |
| TOTAL  | 10 |                               |                          |                              |                                |                          |                              |   |

Report the total maximum and minimum number of regular employees on board during the period covered by this report.

Maximum Number Minimum Number

|  |  |
|--|--|
|  |  |
|--|--|

## Veterans' Employment and Training

Pt. 61-250, App. A

### FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT (VETS-100)

#### WHO MUST FILE

The VETS-100 report is to be completed by all nonexempt federal contractors and subcontractors with contracts or subcontracts for the furnishing of supplies and services or the use of real or personal property for \$25,000 or more. Services include but are not limited to the following services: Utility, construction, transportation, research, insurance, and fund depository, irrespective of whether the government is the purchaser or seller. The existence of \$25,000 or more in a federal contract or subcontract during a given calendar year establishes the requirement to file a VETS-100 Report during the following calendar year.

#### WHEN TO FILE

This annual report must be filed no later than September 30. Mail to the address pre-printed on the front of the form.

#### LEGAL BASIS FOR REPORTING REQUIREMENTS

Title 38, United States Code, Section 4212(d) and PL 105-336, require that federal contractors report at least annually the numbers of: 1) special disabled veterans, 2) veterans of the Vietnam era, and 3) other protected veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, other than special disabled veterans or veterans of the Vietnam era. Reporting is required by hiring location and includes both the number employed and the number of new hires, within the three categories listed above. The number of veterans employed within these categories is to be broken out by job category and maximum and minimum total employment is to be reported as well.

#### HOW TO SUBMIT THE VETS-100 REPORTS

Single-establishment employers must file one completed form. All multi-establishment employers, i.e., those doing business at more than one hiring location, must file (A) one form covering the principal or headquarters office; (B) a separate form for each hiring location employing 50 or more persons; and (C) EITHER: (i) a separate form for each hiring location employing fewer than 50 persons, OR (ii) consolidated reports that cover hiring locations within one State that have fewer than 50 employees. Each state consolidated report must also list the name and address of the hiring locations covered by the report. Company consolidated reports such as those required by EEO-1 reporting procedures are NOT required for the VETS-100 report. Completed reports for the headquarters location and all other hiring locations for each company should be mailed in one package to the address indicated on the front of the form.

#### RECORD KEEPING

Employers must keep copies of the completed annual VETS-100 report submitted to DOL for a period of two years.

#### HOW TO PREPARE THE FORMS

Multi-establishment employers submitting hard copy reports should produce facsimile copies of the headquarters form for reporting data on each location.

**Types of Reporting Organization** Indicate the type of contractual relationship (prime contractor or subcontractor) that the organization has with the Federal Government. If the organization serves as both a prime contractor and a subcontractor on various federal contracts, check both boxes.

**Type of Form** If a reporting organization submits only one VETS-100 Report form for a single location, check the Single Establishment box. If the reporting organization submits more than one form, only one form should be checked as Multiple Establishment-Headquarters. The remaining forms should be checked as either Multiple Establishment-Hiring Location or Multiple Establishment-State Consolidated. For state consolidated forms, the number of hiring locations included in that report should be entered in the space provided. For each form, only one box should be checked within this block.

#### COMPANY IDENTIFICATION INFORMATION:

**Company Number** Do not change the Company Number that is printed on the form. If there are any questions regarding your Company Number, please call the VETS-100 staff at (703) 461-2460 or e-mail [HELP@VETS100.COM](mailto:HELP@VETS100.COM).

**Twelve Month Period Ending** Enter the end date for the twelve month reporting period used as the basis for filing the VETS-100 Report. To determine this period, select a date in the current year between July 1 and August 31 that represents the end of a payroll period. That payroll period will be the basis for reporting Number of Employees, as described below. Then the twelve month period preceding the end date of that payroll period will be your twelve month period covered. This period is the basis for reporting New Hires, as described below. Any federal contractor or subcontractor who has written approval from the Equal Employment Opportunity Commission to use December 31 as the ending date for the EEO-1 Report may also use that date as the ending date for the payroll period selected for the VETS-100 Report.

**Name and Address for Single Establishment Employers** COMPLETE the identifying information under the Parent Company name and address section. LEAVE BLANK all of the identifying information for the Hiring Location.

**Name and Address for Multi Establishment Employers** For parent company headquarters location, COMPLETE the name and address for the parent company headquarters. LEAVE BLANK the name and address of the Hiring Location. For hiring locations of a parent company, COMPLETE the name and address for the Parent Company location, COMPLETE the name and address for the Hiring Location.

**NAICS Code, DUNS Number, and Employer ID Number** Single Establishment and Multi Establishment Employers must COMPLETE the Employer ID Number, NAICS Code, DUNS Number, if available, as described below.

**NAICS Code** Enter the six (6) digit NAICS Code applicable to the hiring location for which the report is filed. If there is not a separate NAICS Code for the hiring location, enter the NAICS Code for the parent company.

**Dun and Bradstreet I.D. Number (DUNS)** If the company or any of its establishments has a Dun and Bradstreet Identification Number, please enter the nine (9) digit number in the space provided. If there is a specific DUNS Number applicable to the hiring location for which the report is filed, enter that DUNS Number. Otherwise, enter the DUNS number for the parent company.

**Employer I.D. Number (EIN)** Enter the nine (9) digit numbers assigned by the I.R.S. to the contractor. If there is a specific EIN applicable to the hiring location for which the report is filed, enter that EIN. Otherwise, enter the EIN for the parent company.

#### INFORMATION ON EMPLOYEES

**Counting Veterans.** Some veterans will fall into more than one of the protected veteran categories. For example, a veteran may be both a special disabled veteran and a Vietnam era veteran. In such cases the veteran must be counted in each category.

**Number of Employees** Select any payroll period ending between July 1 and August 31 of the current year. Provide all data for regular full-time and part-time employees who were special disabled veterans, Vietnam-era veterans, or other protected veterans employed as of the ending date of the selected payroll period. Do not include employees specifically excluded as indicated in 41 CFR 61-250.2(b)(2). Employees must be counted by veteran status for each of the nine occupational categories (Lines 1-9) in columns L, M, and N. The information in column N, lines 1-9 is required for the 2002 reporting cycle. Blank spaces will be considered zeros.

**New Hires** Report the number of regular full-time and part-time employees by veteran status who were hired (both veterans and non-veterans), and who were included in the payroll for the first time during the 12-month reporting period ending between July 1 and August 31 of the current year. The totals in columns O, P, Q, and R (Line 10) are required. Enter all applicable numbers, including zeros.

**Maximum/Minimum Employees** Report the maximum and minimum number of regular employees on board during the period covered as indicated by 41 CFR 61-250.10(a)(3).

#### DEFINITIONS:

**'Hiring location'** means an establishment as defined at 41 CFR 61.250.2(b).

**'Special Disabled Veteran'** means (i) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans' Affairs for a disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of a veteran who has been determined under section 38 U.S.C. 3106 to have a serious employment handicap or (i) A person who was discharged or released from active duty because of a service-connected disability.

**'Veteran of the Vietnam era'** means a veteran who: (i) served on active duty in the U.S. military, ground, naval or air service for a period of more than 180 days, and who was discharged or released therefrom with other than a dishonorable discharge, if any part of such active duty was performed: (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in all other cases; or (ii) was discharged or released from active duty in the U.S. military, ground, naval or air service for a service-connected disability if any part of such active duty was performed (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) between August 5, 1964, and May 7, 1975, in any other location.

**'Other Protected Veterans'** means veterans who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, other than special disabled veterans or veterans of the Vietnam era. To identify the campaigns or expeditions that meet the criterion, contact the Office of Personnel Management (OPM) and ask for the OPM VETS Guide, Appendix A. A local OPM telephone number may be found in the telephone book under Federal Government or consult Directory Assistance for your area code for the nearest OPM location. For those with Internet access, the information required to make this determination also is available at <http://www.opm.gov/veterans/html/vamedia2.htm>.

Public reporting burden for this collection is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data source, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden to the Department of Labor, Office of Information Management, Room N-1301, 200 Constitution Avenue, NW, Washington D.C. 20210. All completed VETS-100 Reports should be sent to the address indicated on the front of the form.

## CHAPTERS 62-100 [RESERVED]